

William C. Rand, Esq. (WR-7685)
LAW OFFICE OF WILLIAM COUDERT RAND
711 Third Ave., Suite 1505
New York, New York 10017
(Phone) (212) 286-1425; (Fax)(212) 599-7909
Co-counsel
Jeffrey M. Gottlieb, Esq. (JG-7905)
Berger & Gottlieb
150 East 18th Street, Suite PHR
New York, New York 10003
Tel: (212) 228-9795
Attorneys for Plaintiffs

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

-----X
CHARLENE JAMES, : ECF
Individually and on Behalf of All Other Persons : 08 Civ. 1457 (RWS)(KNF)
Similarly Situated, :
: Plaintiffs, :
: :
: -against- :
: :
T&H SECURITY, INC., CITADEL SPECIAL :
EVENTS SERVICES, INC., THOMAS FERRARA,:
REIDA FERRARA, TYRONE A. YORIS and :
JOHN DOES #1-10, Jointly and Severally, :
: Defendants. :
-----X

DECLARATION OF CHARLENE JAMES

IN SUPPORT OF PLAINTIFF'S MOTION

FOR APPROVAL OF COLLECTIVE ACTION NOTICE

DECLARATION OF PLAINTIFF CHARLENE JAMES

I, **CHARLENE JAMES**, hereby declare under penalty of perjury under the laws of the United States of America that the following is true:

1. I was a security guard worker employed by T&H Security, Inc., Citadel Special Events Services, Inc. and their owners/managers, Thomas Ferrara, Reida Ferrara, and Tyrone A. Yoris (together "Defendants") from on or about January 2003 until on or about January 9, 2008 (the "time period").

2. I worked as a security guard for Defendants at a number of locations including but not limited to: The Jacob Javitz Center (located at 34th Street and 11th Ave.), Piers 92 and 94 (located on 54th street and 12th Ave.), The Nokia Theatre located at about 43rd Street), The Metropolitan Pavilion, and Bryant Park (located at 42nd Street between 5th and 6th Avenues).

3. Upon information and belief I worked for Defendants with at least 40 other similar security guard employees who had the same duties as myself.

4. My duties did not include managerial responsibilities or the exercise of independent business judgment.

5. During the time period, I worked an average of 60 hours per week.

6. Defendants first paid me an hourly wage of from \$10.00 per hour and then on or about June 2007 increased my hourly rate to \$11.00.

7. Defendants did not pay me time and one half for any of my hours worked over 40 in a week ("overtime").

8. Defendants did not pay me my regular hourly rate for all of the hours that I worked.

9. I was required to wear a uniform provided by the Defendants but was never paid for the cost of cleaning the uniform.

10. I was signed in and out by my supervisor in a daily log book kept by Defendants. Often my supervisor signed me out as of a time which was earlier than the time that I actually stopped working. Accordingly, the sign-out sheets often did not reflect the time that I actually signed out.

11. I have attached as Exhibit A a copy of certain of my payroll receipts and time records, demonstrating that I was not paid by Defendants for all my hours worked and was not paid by Defendants time and one half for my overtime hours worked.

12. In addition to myself, during the time period, I am aware and have personal knowledge of other persons employed by Defendants as security guard workers who performed the same or similar work as myself. Upon information and belief, Defendants hired at least 40 of such similar security guard workers.

13. I and the other similar security guard employees regularly worked more than 40 hours per week for Defendants.

14. I and these other similar security guard employees worked more than 40 hours per week and were not paid time and one half for our overtime hours.

15. I know that others like me worked overtime and were not paid overtime by Defendants because I observed the other security guard employees working more than 40 hours in a week and discussed the issue with certain of these other similar security guard employees, who said that they worked more than 40 hours per week and that Defendants did not pay them time and one half their regular hourly rate for their overtime hours and did not pay them even at their regular hourly rate for all the hours that they worked. They

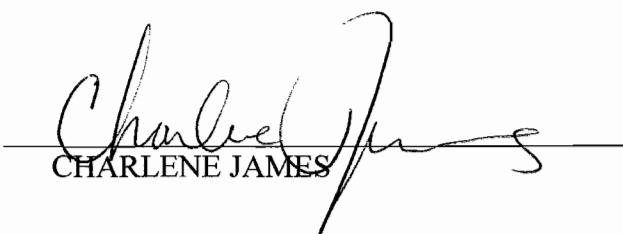
all have stated to me that they worked as security guard workers for Defendants and worked more than 40 hours per week and were not paid time and one half for their hours worked over 40 in a workweek.

16. I repeatedly complained to my supervisor, Ian, about not being paid time and one half for overtime. He told me that Defendants had a policy not to pay overtime at time and one half to any security guard employees and said that I was not entitled to overtime because I worked for a private company.

17. Throughout the time period that I worked at Defendants, and, upon information and belief, both before that time and continuing until the present, Defendants have likewise employed other individuals, like myself, in positions as security guard workers.

18. Such individuals have worked in excess of 10 hours per day and/or 40 hours a week, yet the Defendants have likewise willfully failed to pay them overtime compensation of one and one-half times their regular hourly rate.

Dated: March 14, 2008



The image shows a handwritten signature in black ink, which appears to read "Charlene James". Below the signature, the name "CHARLENE JAMES" is printed in a smaller, sans-serif font, likely a typed version of the handwritten name.

EXHIBIT A

TO

DECLARATION OF PLAINTIFF CHARLENE JAMES



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
HGM 008066 001 0000001950 1

CITADEL SPECIAL EVENTS SERVICE
 34 91ST STREET
 BROOKLYN, NY 11209

Period Ending: 04/04/2006
 Pay Date: 04/14/2006

Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 3
 State: 3
 Local: 3

CHARLENE JAMES
1115 CLAY AVE #5H
BRONX, NY 10456

Social Security Number: XXX-XX-4139

<u>Earnings</u>		<u>rate</u>	<u>hours</u>	<u>this period</u>	<u>year to date</u>
Regular	\$10.0000	103.00		\$1,030.00	\$1,030.00
Gross Pay					6,291.00

<u>Deductions</u>		<u>Statutory</u>	
Federal Income Tax		-67.95	124.87
Social Security Tax		-63.86	390.04
Medicare Tax		-14.94	91.26
NY State Income Tax		-30.18	72.66
New York City Income Tax		-19.46	52.86
NY SUI/SDI Tax		-1.20	15.46
Net Pay			\$1,032.41

Your federal taxable wages this period are
 \$1,030.00

**Earnings Statement**

CO. FILE DEPT. CLOCK NUMBER 040
HGM 008066 001 0000002173 1

CITADEL SPECIAL EVENTS SERVICE
34 91ST STREET
BROOKLYN, NY 11209

Period Ending: 06/19/2006
Pay Date: 06/30/2006

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 3
State: 3
Local: 3

CHARLENE JAMES
1115 CLAY AVE #5H
BRONX, NY 10456

Social Security Number: XXX-XX-4139

<u>Earnings</u>	<u>rate</u>	<u>hours</u>	<u>this period</u>	<u>year to date</u>
Regular	10.0000	17.00	170.00	7,846.00
Gross Pay				

Deductions

<u>Statutory</u>	
Social Security Tax	-10.54
Medicare Tax	-2.47
NY SUI/SDI Tax	-0.85
Federal Income Tax	20.98
NY State Income Tax	130.10
New York City Income Tax	78.73
	57.64
Net Pay	135.74

Your federal taxable wages this period are \$170.00



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER DAD
HGM 008066 001 0000002163 1

CITADEL SPECIAL EVENTS SERVICE
34 91ST STREET
BROOKLYN, NY 11209

Period Ending: 06/23/2006
 Pay Date: 06/30/2006

Taxable Marital Status: Single
 Exemptions//Allowances:

Federal: 3

State: 3

Local: 3

Social Security Number: XXX-XX-4139

<u>Earnings</u>	<u>rate</u>	<u>hours</u>	<u>this period</u>	<u>year to date</u>
Regular	10.0000	53.80	535.00	
Gross Pay			\$535.00	7,676.00

Deductions

<u>Statutory</u>	
Federal Income Tax	-5.23
Social Security Tax	-33.17
Medicare Tax	-7.76
NY State Income Tax	-6.05
New York City Income Tax	-4.32
NY SUI/SDI Tax	-1.20
Net Pay	\$477.27

Your federal taxable wages this period are \$535.00

**Earnings Statement**CO. FILE DEPT. CLOCK NUMBER 040
HGM 008066 001 000002214 1CITADEL SPECIAL EVENTS SERVICE
34 91ST STREET
BROOKLYN, NY 11209Period Ending: 07/07/2006
Pay Date: 07/14/2006CHARLENE JAMES
1115 CLAY AVE #5H
BRONX, NY 10456Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 3
State: 3
Local: 3

Social Security Number: XXX-XX-4139

Earnings	Rate	hours	This Period	Year to Date
Regular	10.00	46.00	\$460.00	
Gross Pay			\$460.00	8,306.00

Deductions**Statutory**

Social Security Tax	-28.52	514.97
Medicare Tax	-6.67	120.44
NY State Income Tax	-3.05	81.78
New York City Income Tax	-2.89	60.53
NY SUI/SDI Tax	-1.20	22.18
Federal Income Tax		130.10
Net Pay	\$417.67	

Your federal taxable wages this period are \$460.00



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
HGM 008066 001 0000002254 1
CITADEL SPECIAL EVENTS SERVICE
34 91ST STREET
BROOKLYN, NY 11209

Period Ending: 07/13/2006
Pay Date: 07/28/2006

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 3
State: 3
Local: 3

CHARLENE JAMES
1115 CLAY AVE #5H
BRONX, NY 10456

Social Security Number: XXX-XX-4139

<u>Earnings</u>	<u>rate</u>	<u>hours</u>	<u>this period</u>	<u>year to date</u>
Regular	\$10.0000	53.00	\$530.00	\$8,836.00
Gross Pay				

Deductions

Statutory

Federal Income Tax	-4.73	134.83
Social Security Tax	-32.86	547.83
Medicare Tax	-7.68	128.12
NY State Income Tax	-5.85	87.63
New York City Income Tax	-4.22	64.75
NY SU/SDI Tax	-1.20	23.38
Net Pay		
		\$72.16

Your federal taxable wages this period are \$530.00

**Earnings Statement**CO. FILE DEPT. CLOCK NUMBER 040
HGM 008066 001 0000002463 1CITADEL SPECIAL EVENTS SERVICE
34 91ST STREET
BROOKLYN, NY 11209Period Ending: 09/15/2006
Pay Date: 09/22/2006Taxable Marital Status: Single
Exemptions/Allowances:

Federal: 3

State: 3

Local: 3

CHARLENE JAMES
1115 CLAY AVE #5H
BRONX, NY 10456

Social Security Number: XXX-XX-4139

Earnings	Rate	Hours	This Period	Year to Date
Regular	\$10.0000	27.00	\$270.00	
Gross Pay			\$270.00	10,411.00

Deductions

Statutory			
Social Security Tax	\$16.74		645.48
Medicare Tax	\$3.92		150.96
NY SUI/SDI Tax	-\$1.20		29.78
Federal Income Tax			134.83
NY State Income Tax			87.63
New York City Income Tax			67.11
Net Pay			\$248.70

Your federal taxable wages this period are \$270.00

**Earnings Statement**CO. FILE DEPT. CLOCK NUMBER 040
HGM 008066 001 0000002570 1CITADEL SPECIAL EVENTS SERVICE
34 91ST STREET
BROOKLYN, NY 11209Period Ending: 09/22/2006
Pay Date: 10/06/2006CHARLENE JAMES
1115 CLAY AVE #5H
BRONX, NY 10456Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 3
State: 3
Local: 3

Social Security Number: XXX-XX-4139

<u>Earnings</u>	<u>Rate</u>	<u>hours</u>	<u>this period</u>	<u>year to date</u>
Regular	10.0000	62.50	625.00	
Gross Pay			\$625.00	11,476.00
<hr/>				
<u>Deductions</u>				
	Statutory			
	Federal Income Tax	-14.23		149.06
	Social Security Tax	-38.75		711.51
	Medicare Tax	-9.06		166.40
	NY State Income Tax	-9.65		99.53
	New York City Income Tax	-6.09		75.71
	NY SUJS/SDI Tax	-0.22		31.20
	Net Pay		\$547.00	

Your federal taxable wages this period are \$625.00



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
5CR 006906 001 0000226941 1

T & H SECURITY INC.
DB/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending: 02/03/2007
Pay Date: 02/09/2007

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 1
State: 1
Local: 1

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Social Security Number: XXX-XX-4139

Earnings	Rate	Hours	This Period	Year to Date
Regular	10.0000	12.00	\$120.00	\$126.00
			Gross Pay	1,175.00

Deductions

Statutory	
Social Security Tax	-7.44
Medicare Tax	-1.74
NY SUI/SDI Tax	.00
Federal Income Tax	46.96
NY State Income Tax	10.46
New York City Income Tax	7.86
Net Pay	\$107.22

Your federal taxable wages this period are \$120.00



CO. FILE DEPT. CLOCK NUMBER 040
5CR 006906 001 0000227049 1

T & H SECURITY INC.
DB/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Earnings Statement

Period Ending: 02/07/2007
Pay Date: 02/23/2007

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Faxable Marital Status: Single
Exemptions/Allowances:

Federal: 1

State: 1

Local: 1

Social Security Number: XXX-XX-4139

Earnings	Rate	Hours	This Period	Year to Date
Regular	10.0000	50.00	500.00	5000.00
Gross Pay				1,675.00

Deductions

Statutory	
Federal Income Tax	-26.73
Social Security Tax	-31.00
Medicare Tax	-7.25
NY State Income Tax	-7.73
New York City Income Tax	-5.12
NY SUI/SDI Tax	-1.20
Net Pay	1420.97

Your federal taxable wages this period are \$500.00



CO. FILE DEPT. CLOCK NUMBER 040
SCR 006906 001 0000227249 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Earnings Statement

Period Ending: 03/17/2007
Pay Date: 03/23/2007

Taxable Marital Status: Single
Exemptions/Allowances:

Federal: 1

State: 1

Local: 1

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Social Security Number: XXX-XX-4139

Earnings	Date	Hours	This Period	Year To Date
Regular	10/00/06	23.00	230.00	\$230.00
				3,900.00

Deductions

Statutory	Social Security Tax	-14.26	241.80
	Medicare Tax	+3.33	56.55
	NY SUI/SDI Tax	-1.15	11.63
	Federal Income Tax		170.63
	NY State Income Tax		44.46
	New York City Income Tax		32.47
	Net Pay		\$211.26

Your federal taxable wages this period are \$230.00



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
SCR 006906 001 0000227201 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending: 03/19/2007
Pay Date: 03/23/2007

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 1
State: 1
Local: 1

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Social Security Number: XXX-XX-4139

<u>Earnings</u>	<u>Rate</u>	<u>hours</u>	<u>this period</u>	<u>year to date</u>
Regular	10.0000	35.00	555.00	555.00
Gross Pay			555.00	3,670.00
 <u>Deductions</u>				
	<u>Statutory</u>			
	Federal Income Tax		-33.98	170.63
	Social Security Tax		-34.41	227.54
	Medicare Tax		-8.05	53.22
	NY State Income Tax		-9.93	44.46
	New York City Income Tax		-6.28	32.47
	NY SU/SDI Tax		-1.20	10.48
	Net Pay		\$464.71	

Your federal taxable wages this period are \$555.00



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
5CR 006906 001 0000227477 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending: 04/28/2007
Pay Date: 05/04/2007

Taxable Marital Status: Single
Exemptions/Allowances:

Federal: 1
State: 1
Local: 1

Social Security Number: XXX-XX-4139

Earnings	Rate	Hours	this period		Year to date
			Total	Gross Pay	
Regular	10.0000	98.00	980.00	980.00	5010.00

Deductions

Statutory

Federal Income Tax	-82.74	253.37
Social Security Tax	-54.56	310.62
Medicare Tax	-12.76	76.63
NY State Income Tax	-25.86	16.32
New York City Income Tax	-16.76	49.23
NY SU/SDI Tax	-1.20	13.98
Net Pay	1685.72	

Your federal taxable wages this period are \$980.00

Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
5CR 906906 001 0000227789 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

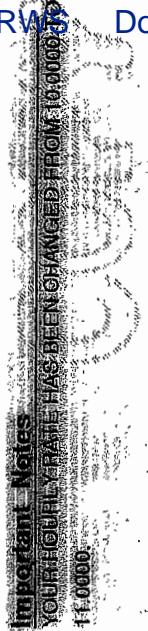
**Taxable Marital Status: Single
Exemptions/Allowances:**

Federal:	1
State:	1
Total:	1

Social Security Number: XXX-XX-4139

Earnings		Deductions		Year-to-Date	
Regular		Health	Rental	State	Federal
\$1,000	75.00	\$30.50			485.22
PA	PA	PA			450.27
					107.11
					136.76
					91.29
					17.58

Your federal taxable wages this period are \$840.50





Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
SCR 008906 001 0000227815 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending: 06/29/2007
Pay Date: 07/13/2007

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 1
State: 1
Local: 1

Social Security Number: XXX-XX-4139

Earnings	Rate	Hours	Wk. Period	Year to Date
Regular	\$11.00/Hr.	50.50	\$555.50	\$555.50
	Gross Pay			7,963.00

Deductions

Statutory	
Federal Income Tax	-34.07
Social Security Tax	-34.44
Medicare Tax	-8.05
NY State Income Tax	-9.95
New York City Income Tax	-6.29
NY SURTSDI Tax	-1.20
Net Pay	\$7,617.50

Your federal taxable wages this period are \$555.50

Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
SCR 006906 001 0000227843 2

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending:
07/06/2007
Pay Date:
07/13/2007

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Taxable Marital Status: Single
Exemptions/Allowances:

Federal: 1
State: 1
Local: 1

Social Security Number: XXX-XX-4139

<u>Earnings</u>	<u>Rate</u>	<u>Hours</u>	<u>This Period</u>	<u>Year To Date</u>
Regular	\$11.0000	35.00	\$385.00	\$385.00
Gross Pay			\$385.00	\$385.00

Deductions

Statutory

Federal Income Tax	-15.23	514.52
Social Security Tax	-20.32	82.03
Medicare Tax	-6.86	122.32
NY State Income Tax	-3.13	147.84
New York City Income Tax	-2.93	100.51
NY SUI/SDI Tax	-1.20	19.98
Net Pay	\$126.13	

Your federal taxable wages this period are \$385.00.



Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
SCR 006906 001 0000227921 1

T & H SECURITY INC.
DB/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending:
07/12/2007
Pay Date:
07/27/2007

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 1
State: 1
Local: 1

Social Security Number: XXX-XX-4139

Earnings	Date	Hours	Tax Period	Year To Date
Regular	7/16/07	57.50	7/1-30	\$1,013.50
Gross Pay				

Deductions

Statutory	Federal Income Tax	-77.37	551.89
Social Security Tax		15.01	659.91
Medicare Tax		3.28	130.10
NY State Income Tax	-10.89	158.67	
New York City Income Tax	-6.96	107.47	
NY SUSD Tax	-1.20	21.18	
Net Pay		\$777.50	

Your federal taxable wages this period are \$777.50

Earnings Statement

CO. FILE DEPT. CLOCK NUMBER 040
 SCR 00506 001 0000227999 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Period Ending: 07/27/2007
 Pay Date: 08/10/2007

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456

Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 1
 State: 1
 Local: 1

Social Security Number: XXX-XX-4139

Earnings	rate	hours	time Period	year to date
Regular	\$11.00/Hr	49.00	\$539.00	\$539.00
Gross Pay			\$539.00	\$539.00

Deductions	Statutory	year to date
	Federal Income Tax	\$31.50
	Social Security Tax	\$33.42
	Medicare Tax	\$7.81
	NY State Income Tax	\$9.29
	New York City Income Tax	\$5.85
	NY SUI/SDI Tax	\$1.20
	Total	\$76.96

Your federal taxable wages this period are \$539.00

Fri. - 7-7	Thurs. - 7-7	Tues. - 7-7	Sat. - 7-7	Mon. - 7-7	Wed. - 7-7	Sun. - 7-7	Fri. - 7-7	Mon. - 7-7	Thurs. - 7-7
17th	18th	19th	20th	21st	22nd	23rd	24th	25th	26th
17th	18th	19th	20th	21st	22nd	23rd	24th	25th	26th
17th	18th	19th	20th	21st	22nd	23rd	24th	25th	26th
17th	18th	19th	20th	21st	22nd	23rd	24th	25th	26th

ENK Childrens
Club

1st
Hall July 27th
8-7:30-8:11 hrs

28th 7:15-7:15 pm 12
29th 7:15-7:15 12
30th 7:15-7:15 12
31 7-9

~~Internet~~ Sat 7:30-7:30
Sun 7:30-7:30
Mon 7:15-7:00
Tue 7:15-9:00

ENK Collective ENK
Sun 7-7 ✓
mon 7-7 ✓
Tue 7-7 ✓
Wed 7-10 7:15-8:30
K-~~13 1/2~~ hrs

Per 94 hrs.

49 1/2 hrs.

night up Sun 5/9/08

Sun night up

05/11 - 05/12-1pm

11 - 1-1-mt

05/11 - 5/19-5:00 am

05/11 - 05/19-1:00 am

26th May day

poor hours

CO. FILE DEPT CLOCK NUMBER 040
SCR 006906 001 0000228747 1

T & H SECURITY INC.
D/B/A CITADEL SECURITY AGENCY
P.O. BOX 348
BROOKLYN, NY 11209

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 1
State: 1
Local: 1

Social Security Number: XXX-XX-XXXX

Earnings	rate	hours	this period	year to date
Regular	11.0000	48.50	533.50	
Gross Pay			\$533.50	533.50

Beductions

Statutory

Federal Income Tax	-29.83	29.83
Social Security Tax	-33.08	33.08
Medicare Tax	-7.74	7.74
NY State Income Tax	-9.07	9.07
New York City Income Tax	-5.75	5.75
NY SUI/SDI Tax	-1.20	1.20
Net Pay	\$446.83	

Your federal taxable wages this period are \$533.50

Period Ending: 01/18/2008
Pay Date: 01/25/2008

CHARLENE JAMES
115 CLAY AVE 5H
BROOKLYN NY 10456



TEAR HERE

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